



TENNESSEE DEPARTMENT OF HUMAN RESOURCES

505 DEADERICK STREET, 1ST FLOOR JAMES K. POLK BUILDING
NASHVILLE, TENNESSEE 37243

Talent Management Business Partner

The Talent Management Business Partner, under the direction of the Department of Human Resources, provides leadership on the implementation of the agency's talent strategy. The Talent Management Business Partner will be responsible for working with each division and the agency leadership to assess talent, develop talent and improve performance. The role will develop and implement the agency's talent management initiatives: succession planning, leadership development, retention, career planning, employee learning and development, etc. The Talent Management Business Partner will lead the agency's talent review process in relation to the succession planning strategy. The role will function as a partner with the agency's human resources division and other program & non-program divisions. The Talent Management Business Partner will be responsible for identifying tools and implementing technology that will attract and develop talent that is dedicated to the agency's mission and have the competencies to accelerate growth.

The candidate will need to possess a high level of interpersonal skills in order to work with diverse groups of people including age, race, gender, sexual orientation, etc., at all levels of the organization.

Performance coaching will be a critical component as the Talent Management Business Partner must be able to work with individuals at different performance levels (i.e., high performing and those who may have marginal or unacceptable performance) based upon the individual's development needs and plan. The Talent Management Business Partner position requires great customer service skills in order to assess and deliver the needs of the various divisions.

Preferences:

- Master's degree from an accredited college or university in Human Resources, Adult Education, Instructional Design, or related field; or 3 years experience in training and development.
- Demonstrated knowledge and competency through professional certification – PHR, SPHR, and/or CPLP.
- Demonstrated ability in public speaking and presentation skills.
- Demonstrated ability in verbal, listening, written communications skills.
- Demonstrated ability to be proactive, self-motivated, self-directed, and dedicated to continuous improvement.
- Demonstrated ability in managing/supervising others.
- Demonstrated commitment to excellent customer service.

Please submit resumes to Allie Thompson, allie.thompson@tn.gov